

SOUTHERN CALIFORNIA EMPLOYMENT ROUND TABLE (SCERT)
PRESENTS:

**Navigating the Interactive
and Reasonable Accommodation Processes**

Breakfast Seminar

Wednesday, May 9, 2007 — 7:30 a.m. to 11:30 a.m.

The number of charges and lawsuits claiming that employers have not responded properly when an employee requests reasonable accommodation of a disability is increasing. The EEOC received 15,625 disability discrimination complaints in its most recent FY. During Calendar Year 2006, more than 5,500 complaints filed with DFEH included allegations of disability discrimination. Failure to provide reasonable accommodation is a common claim, as is failure to conduct the interactive process (which is considered a separate violation).

In California, employers are generally required to make reasonable accommodation for the known physical or mental disability of an applicant or employee. To determine effective accommodations, an employer is required to enter into a timely, good faith interactive process with the requestor. The interactive process is also required if the employer perceives (correctly or not) that the applicant or employee may have a disability.

At this seminar, you will see an employee present a situation that triggers these obligations; observe the response of the employee's supervisor, the Human Resources Manager, and a medical specialist to the situation, and experience the interactive process being conducted. An expert will assess the effectiveness of the process as it was conducted. You will also have an opportunity to get answers to your questions about these important, but intricate, processes."

Seminar Agenda

7:30 a.m. Registration/Networking/Continental Breakfast

8:00 a.m. **Opening Remarks**

Marcia Haight, Haight Consulting, SCERT Chair

Introductions/Remarks

Jonathan Boxer, Senior Counsel, Northrop Grumman, Seminar Chair

DFEH Update -

Wanda J. Kirby, Chief Deputy Director, Dept. of Fair Employment & Housing

8:30 a.m. **Legal Update**

Joel Kelly, Jackson Lewis LLP

9:00 a.m. **The Interactive Process/Reasonable Accommodation in Action**

10:15 a.m. Break

10:30 a.m. **The Interactive Process/Reasonable Accommodation in Action**

11:10 a.m. **Questions and Answers**

SCERT MAY 2007 BREAKFAST SEMINAR

SEATING IS LIMITED! REGISTER NOW!

\$ 40.00 per person
***Fee includes continental
breakfast and resource
materials***

Register by May 2, 2007!

Send your check to:
SCERT, Inc.
Ms. Cathy Bell
2241 Murphy Hall, UCLA
Box 951405
Los Angeles, CA 90095-1405

Seminar Site:

Northrop Grumman
1840 Century Park East
(between Santa Monica and Olympic
Boulevards)
Century Park

Parking:

Parking is behind the building.
For security reasons,, you **MUST** register in
advance in order to be admitted.

☐ Check for \$ _____ enclosed.

☐ I will need this reasonable accommodation during the seminar::

Name:

Title:

Address:

E-mail Address:

Type of Business:

Number of Employees: _____

Seating is limited! Reservations accepted on a "first come, first served" basis.

*For security purposes, no reservations can be accepted after **May 2, 2007**.*

No refunds, but substitutions will be granted. You will not receive confirmation of your reservation.

Questions?

Contact Cathy Bell
(310) 206-3476 Telephone
(310) 206-3622 Fax
cbell@conet.ucla.edu

**Do you know someone who would like to receive
information about SCERT and upcoming activities?**

Ask them to forward their name, title, employer and
telephone number to:
cbell@conet.ucla.edu

ABOUT THE SOUTHERN CALIFORNIA EMPLOYMENT ROUND TABLE (SCERT)

SCERT, a non-profit corporation, is a partnership between the California Department of Fair Employment and Housing and volunteer employer representatives. Its mission is to help employers understand issues related to employment discrimination and promote the elimination of discrimination. It also seeks to facilitate a constructive relationship between the Department and employer community.

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UPCOMING BREAKFAST SEMINAR:

SEPTEMBER 18, 2007

ANNUAL SCERT CONFERENCE:

NOVEMBER 28, 2007

Details available at www.dfeh.ca.gov